

## FOI Request - March 2025

1 - In the last five years, how many misconduct cases has the service

2020

Total number of misconduct cases	36
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Gender	Number of cases
Male	32
Female	4

Type of misconduct cases	Number of cases
Criminal Proceedings	4
Breach of Contract	10
Breach of Policy	10
Bullying & Harassment	12
Fraud	0
Failure to comply with management instructions	0
Performance Management/Capability	0
Sexual Harassment/Misconduct	0

1a - Of those, how many were categorised as gross misconduct?

Total number of gross misconduct cases	8
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1b - Of those, can you provide the outcomes of the cases i.e. how many

Outcome of gross misconduct cases	Number of cases
No case to answer	1
Resignation	1
Retirement	0
Local Management Action Plan/HR043	0
Final Written Warning	2
Demotion	1
Dismissal	3

dealt with? (Broken down by years 2020, 2021, 2022, 2023, 2024, 2025)

2021

<b>Total number of misconduct cases</b>	20
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<b>Gender</b>	<b>Number of cases</b>
Male	18
Female	2

<b>Type of misconduct cases</b>	<b>Number of cases</b>
Criminal Proceedings	2
Breach of Contract	6
Breach of Policy	6
Bullying & Harassment	2
Fraud	0
Failure to comply with management instructions	1
Performance Management/Capability	2
Sexual Harassment/Misconduct	1

<b>Total number of gross misconduct cases</b>	5
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Of the gross misconduct cases, how many resulted in staff being dismissed from service, how many resulted in other outcomes?

<b>Outcome of gross misconduct cases</b>	<b>Number of cases</b>
No case to answer	2
Resignation	1
Retirement	0
Local Management Action Plan/HR043	0
Final Written Warning	0
Demotion	0
Dismissal	2

by gender and type of misconduct)

2022

<b>Total number of misconduct cases</b>	26
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<b>Gender</b>	<b>Number of cases</b>
Male	20
Female	6

<b>Type of misconduct cases</b>	<b>Number of cases</b>
Criminal Proceedings	1
Breach of Contract	6
Breach of Policy	5
Bullying & Harassment	5
Fraud	0
Failure to comply with management instructions	2
Performance Management/Capability	1
Sexual Harassment/Misconduct	6

<b>Total number of gross misconduct cases</b>	2
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ed in written warnings etc.

<b>Outcome of gross misconduct cases</b>	<b>Number of cases</b>
No case to answer	1
Resignation	1
Retirement	0
Local Management Action Plan/HR043	0
Final Written Warning	0
Demotion	0
Dismissal	0

**2023**

<b>Total number of misconduct cases</b>	22
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<b>Gender</b>	<b>Number of cases</b>
Male	20
Female	2

<b>Type of misconduct cases</b>	<b>Number of cases</b>
Criminal Proceedings	2
Breach of Contract	3
Breach of Policy	7
Bullying & Harassment	8
Fraud	1
Failure to comply with management instructions	0
Performance Management/Capability	1
Sexual Harassment/Misconduct	0

<b>Total number of gross misconduct cases</b>	8
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<b>Outcome of gross misconduct cases</b>	<b>Number of cases</b>
No case to answer	0
Resignation	1
Retirement	1
Local Management Action Plan/HR043	1
Final Written Warning	1
Demotion	0
Dismissal	4

**2024**

<b>Total number of misconduct cases</b>	42
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<b>Gender</b>	<b>Number of cases</b>
Male	41
Female	1

<b>Type of misconduct cases</b>	<b>Number of cases</b>
Criminal Proceedings	4
Breach of Contract	2
Breach of Policy	28
Bullying & Harassment	0
Fraud	0
Failure to comply with management instructions	0
Performance Management/Capability	2
Sexual Harassment/Misconduct	6

<b>Total number of gross misconduct cases</b>	28
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<b>Outcome of gross misconduct cases</b>	<b>Number of cases</b>
No case to answer	2
Resignation	2
Desktop Outcomes: Final Written Warning & Dismissal	
Retirement	0
Local Management Action Plan/HR043	4
First Written Warning	2
Final Written Warning	7
Demotion	1
Dismissal	6
Outcome TBC	4